



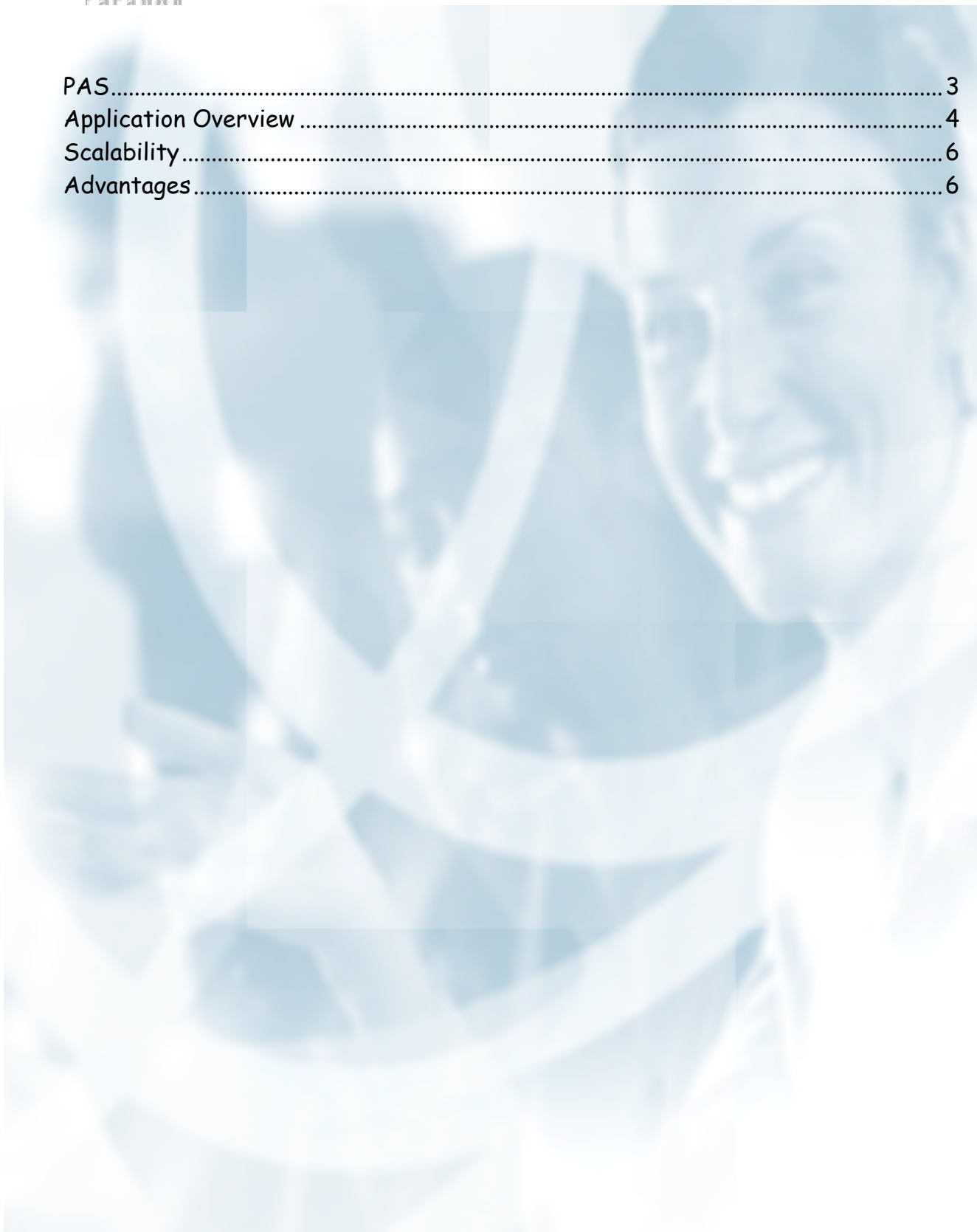
Performance Appraisal System





Paragon

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PAS Dynamics

Performance appraisal systems began as simple methods of income justification. That is, appraisal was used to decide whether or not the salary or wage of an individual employee was justified.

The process was firmly linked to material outcomes. If an employee's performance was found to be less than ideal, a cut in pay would follow. On the other hand, if their performance was better than the supervisor expected, a pay rise was in order.

Little consideration, if any, was given to the developmental possibilities of appraisal. If it was felt that a cut in pay, or a rise, should provide the only required impetus for an employee to either improve or continue to perform well.

Sometimes this basic system succeeded in getting the results that were intended; but more often than not, it failed.

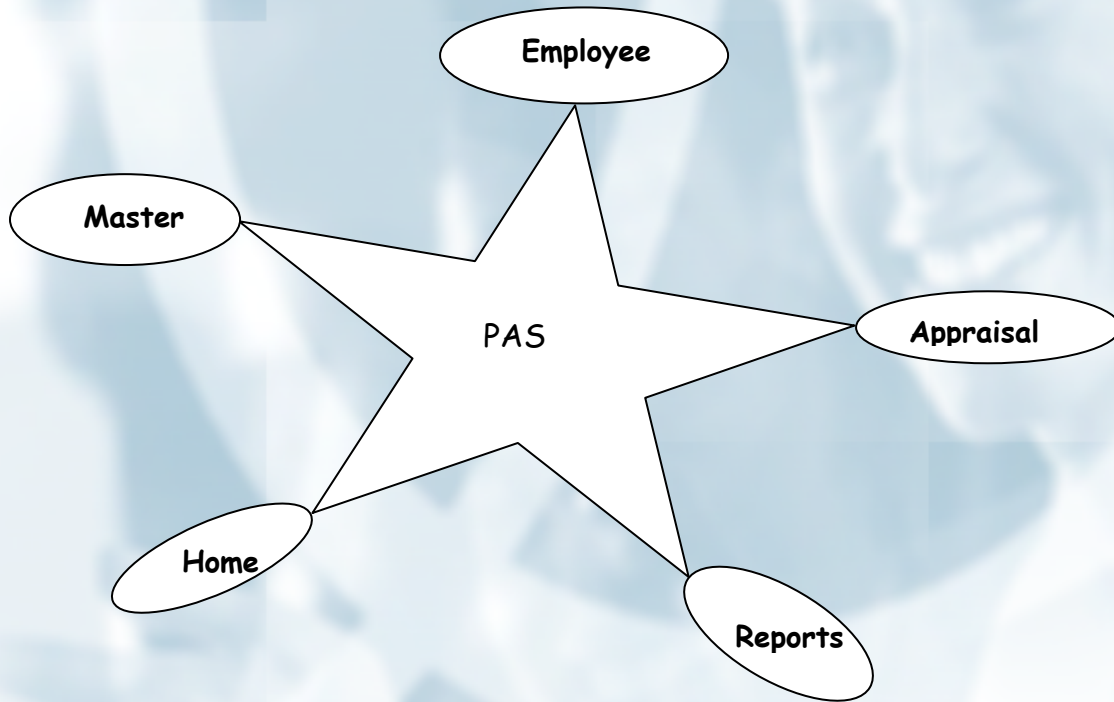
For example, early motivational researchers were aware that different people with roughly equal work abilities could be paid the same amount of money and yet have quite different levels of motivation and performance.

These observations were confirmed in empirical studies. Pay rates were important, yes; but they were not the only element that had an impact on employee performance. It was found that other issues, such as morale and self-esteem, could also have a major influence.

As a result, the traditional emphasis on reward outcomes was progressively rejected. In the 1950s in the United States, the potential usefulness of appraisal as tool for motivation and development was gradually recognized. The general model of performance appraisal, as it is known today, began from that time.

Application Overview

The PAS application includes the following modules:





PAS Sample screen

Windows Internet Explorer
 http://paragon13/pas/appraisal/viewroleparametermapping.php?designation=DP003

Performance Appraisal System

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Home Master Employee / Partner Appraisal Reports Logout

Welcome RAMA RAO.K.S Change Password

Role - Appraisal Parameters Mapping

Role	PROGRAM MANAGER / PROJECT MANAGER				
Attributes	Parameter Type	Parameter Name	Weightage		
BUSINESS RESULTS	COMMERCIAL	MINING OF EXISTING ACCOUNTS	10	5	
		COST CONTROL		5	
	COMPETENCY BUILDING	PLANNING, RECRUITMENT AND TRAINING	10	5	
		DEVELOPMENT OF METHODOLOGY		5	
		CUSTOMER SATISFACTION	CUSTOMER SATISFACTION- EXTERNAL	15	15
	OPERATIONAL	UTILISATION OF RESOURCES	55	5	
		DELIVERY AGAINST SCHEDULE		20	
		QUALITY OF SOLUTIONS PROVIDED		5	
		QUALITY OF DELIVERY		15	
		CONFORMITY TO METHODOLOGY		10	
	COMMUNICATION	COMMUNICATION- SPOKEN	10	5	
		COMMUNICATION- WRITTEN		5	
	Total			100	100

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The areas of the organization and business processes that are targets for the solution

- Motivate the contributors of organization
- Ensure that every employee's contribution fits into the overall aims of the business
- Help individual employees better understand their aims and role within the business
- Help employees feel valued
- Create standards to measure the quantity and quality of employee's work
- Monitor the success of the business
- Identify ways to make the business run more efficiently
- Identify ways to expand the business

Scalability

The application can scale horizontally to support the operations of multiple locations without variations in performance.

Advantages

- Time tested application
- Workflow Controls added based on experience and expertise
- User friendly
- Latest Technology
- Affordable cost
- Can be tailored to suit the business and user requirements within a short period
- Continuous support, maintenance & Training

The list of main screens of PAS :



Masters

- Employee
- Form Master
- Role Declaration
- Designation Declaration
- User Rights
- Narrative



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Appraisal

- Appraisal Parameters
- Role - Appraisal parameters Mapping
- Appraisal Duration
- Create Appraisal
- Appraiser Appraisal
 - Final Appraisal
 - Appraiser Appraisal
- Goal Settings
- Appraisal Mail Configuration



Paragon



Reports

- Role Based Report
- Designation Based Report
- Attribute Wise Report
- Status Report
- Consolidated Print
- Appraisal Graph